BLOXHAM C of E PRIMARY SCHOOL
Inspiring Young Minds

POLICY

ANTI BULLYING POLICY

Introduction

At Bloxham Primary School we aim to provide a safe, caring and friendly environment for all our pupils to allow them to learn effectively, improve their life chances and help them to maximise their potential.

We expect pupils to feel safe in school. They will understand the issues relating to safety, such as bullying and they will feel confident to seek support from any member of staff or anti-bullying ambassador should they feel unsafe, have worries or concerns.

Our School Code of Conduct clearly states that we should show respect for each other at all times and this is continually referred to throughout the year.

We want parents to feel confident that their children are safe and cared for in school and incidents when they arise are dealt with promptly, fairly and efficiently.

Policy Development

This policy was formulated in consultation with members of staff, governors and pupils.

Pupils contributed to the development of the policy through the Pupil Parliament, Anti Bullying Ambassadors, and discussions with the head teacher.

This policy is available from the school office and on the school website:

www.bloxhamprimary.co.uk

Strategies for Preventing Bullying

As part of our on-going commitment to the safety and welfare of our pupils at Bloxham Primary School we have developed the following to promote positive behaviour and discourage bullying behaviour.

- The School ethos focuses on the use of positive praise, reinforced through strategies that celebrate good behaviour and achievements
- The topic of bullying is an integral feature of the 'Jigsaw' Programme (PSHE)
- The delivery of e safety – regularly revisited by the co-ordinators, through the computing curriculum and in assemblies
- Pupil Parliament – facilitates the voice of the child from each year group via various forums

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- Regular surveys – whole school biennially
- Our Anti-Bullying Ambassadors – have regular meetings, refresher training and deliver assemblies
- Parent information events and support for individual parents when appropriate
- Anti-Bullying / Friendship week – when appropriate
- Staff training and development for all staff
- Counselling and/or Mediation schemes if necessary

Roles and Responsibilities

The Head Teacher has overall responsibility for the policy and its implementation. All staff have day to day responsibility for the consistent implementation of this policy. The Governing Body hold the school to account that the policy is being implemented.

Responsibilities are:
- Policy development and review involving pupils, staff, governors, parents/carers and relevant local agencies
- Implementing the policy and monitoring and assessing its effectiveness in practice
- Ensuring evaluation takes place and that this informs policy review
- Managing bullying incidents
- Managing the reporting and recording of bullying incidents
- Assessing and coordinating training and support for staff and parents/carers where appropriate
- Coordinating strategies for preventing bullying behaviour

The nominated Governor with the responsibility for Anti-bullying (Behaviour) is Mrs Claire Swan. The role will be fulfilled by monitoring of the implementation of the anti-bullying policy and associated strategies. The Co-Ordinators with the responsibility for Anti-bullying are Ms Staples and Mrs Thomas.

Definition of Bullying

Behaviour by an individual or group usually repeated over time, that intentionally hurts another individual or group either physically or emotionally. This can take many forms and is often motivated by prejudice.

A simple definition for the children is:

Several

Times   **STOP**

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On

Purpose

How does bullying differ from teasing/falling out between friends or other types of aggressive behaviour?

There is a deliberate intention to hurt or humiliate.

There is a systematic abuse of power that makes it hard for the victim to defend themselves.

It is usually persistent over a period of time.

What does bullying look like?

Bullying can include:

- name calling
- taunting
- mocking
- making unwelcome comments
- planned physical aggression
- taking or demanding belongings with threatening language or behaviour
- damaging belongings
- cyber bullying
- gossiping and spreading hurtful and untruthful rumours
- repeatedly excluding people from groups and/ or ignoring them

Bullying can occur between individuals. It can often take place in the presence (virtually or physically) of others who become the 'bystanders'.

Bullying can take place between:

- children
- children and staff
- between staff
- individuals or groups

There is no hierarchy of bullying – all forms should be taken equally seriously and dealt with appropriately.

Cyberbullying – See e-safety policy

The increasing use of digital technology and the internet has provided new and intrusive ways for bullies to reach their victims. We ensure that our children are taught safe ways to use the internet (see our e-safety policy) and encourage good online behaviour. Whilst most incidents of Cyberbullying occur outside school we will offer support and guidance to parents and their

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children who experience online bullying and will treat Cyberbullying the same way as any other forms of bullying.

Reporting and Responding to Bullying

Our school has clear and well publicised systems to report bullying for the whole school community (including staff, parents/carers and children) this includes those who are the victims of bullying or have witnessed bullying behaviour (bystanders)

All members of staff

All members of staff will follow the same procedures outlined above and will inform the relevant class teacher who will also gather evidence.

Level 1

When an incident of potential bullying, as defined above, is reported to:-

A Class Teacher:

The teacher will speak separately to the children involved, to establish the facts surrounding the incidents. They will also speak to any adults who may have witnessed the incident or its circumstances. Procedures outlined in the Promoting Positive Behaviour Policy will be followed.

Level 2

First incident of bullying – **A class teacher**

Level 3

Should a further (or more serious) incident of bullying behaviour occur, the Phase Leader will take a more involved role, in the following way:

- Meet with the children involved, separately
- Speak to all the adults involved
- Speak to the parents /carers of children involved
- Agree with all parties on a practical, supportive way forward to achieve positive behaviour including the setting of targets where necessary and nurture support for both bully(ies) and victim(s)
- Monitor and evaluate the programme of support

Level 4

If bullying incidents continue or involve serious physical, verbal or emotional elements, the Head Teacher or the Deputy Head Teacher will then consider a more formal fixed or permanent exclusion, as outlined in the LA guidance.

During the whole process the head teacher and staff will ensure that there is continuing support for both the victim and the bully.

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Follow up actions:

Appropriate disciplinary sanctions (in accordance with the School's Promoting Positive Behaviour Policy) will be implemented. These will be graded according to the seriousness of the incident and will send out a clear message that bullying is not acceptable.

Responses may also vary according to the type of bullying and may involve other agencies where appropriate. A range of responses appropriate to the situation will be used.

Communication will be maintained with a person or people who reported the situation as well as parents /carers of the children involved. There is a clear complaints procedure for parents who are not satisfied with the school's actions.

There may be a referral to the Early Intervention Service where appropriate to involve other agencies who may be able to support.

Recording Bullying and Evaluating the Policy

Bullying incidents will be recorded.

The information stored will be used to ensure individual incidents are followed up. It will also be used to identify trends and inform preventative work in school and further development of the policy.

This information will be presented to the governors as part of an annual report.

The policy will be reviewed and updated every three years.

Links with other policies

Promoting Positive Behaviour Policy

Safeguarding procedures and policies

ICT and e-safety policy

Equalities and SEN Policies

PSHE and Citizenship Policy

We believe that our Anti-Bullying Policy should enable our children to enjoy school and develop without the fear of physical, verbal or emotional threat or harm.

References Documents and Related Policy/Guidance

Anti-bullying Alliance (ABA) - www.anti-bullying.org

Brings together more than 65 organisations with the aim of reducing bullying and creating safer environments in which children and young people can live, grow, play and learn.

Mencap – www.mencap.org

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Mencap is a learning disability charity that provides information and support to children and adults with a learning disability, and to their families and carers.

Stonewall – www.stonewall.org.uk

The lesbian, gay and bisexual charity

Educational Action Challenging Homophobia (EACH) – www.eachaction.org.uk

Educational Action Challenging Homophobia (EACH) is a charity and training agency helping people and organisations affected by homophobia. The website gives guidance, contact details and a freephone helpline.

School's Out – www.schools-out.org.uk

Childnetinternatonal – www.childnet-int.org

Childnet.org - The UK's safer internet centre

ThinkUKnow- https://www.thinkuknow.co.uk/

www.bullying.co.uk

www.antibullying alliance.org.uk

National Documents

Cyberbullying – 2014 DFE 00652-2014(Teachers)

                        DFE 00655-2014(Parents)

www.teachernet.gov.uk/publications

Prevent bullying –www.gov.uk/government/publications/preventing-and-tackling bullying - DFE – 00160/2017

Beyond bullying.com/uploads/preventing and tackling bullying

Local Authority Advice and Guidance

https://www.oxfordshire.gov.uk/cms/content/help-if-your-child-being-bullied

http://oxcentric.oxme.info/cms/content/bullying-%E2%80%93-where-get-help

http://oxcentric.oxme.info/cms/content/oxfordshire-anti-bullying-ambassadors-scheme

Or contact Oxfordshire LA's Anti Bullying Coordinator

Sue Dooley

Sue.dooley@oxfordshire.gov.uk

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